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ABSTRACT

Placement and salary statistics from the School of Library and Information Management at Emporia State University (ESU) in Kansas were compared with national figures for the period 1974 through 1981. National statistics were taken from the "Placement and Salaries" studies of recent graduates of American Library Association (ALA) accredited library programs, which appear annually in the "Bowker Annual of Library and Booktrade Information" and "Library Journal." It was found that (1) the percentage of ESU graduates securing library positions was higher than the national average; (2) Emporia had a higher proportion of male graduates than was true for the nation as a whole; (3) the salaries of new ESU master's degree recipients were lower than the nationwide average but closer to national norms than expected; and (4) ESU placement figures by type of library, with a heavy emphasis on placements in school libraries, did not reflect national trends toward a high proportion of placements in special libraries and other information specialties. The report includes eight tables which present national and ESU statistics on male and female library school graduate placements and the high, low, average, and median salaries of beginning male and female librarians. (Author/ESR)

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A Comparison of
Placement and Salary Statistics
of the School of Library and Information Management
Emporia State University with National Figures

Marylouise D. Meder

The purpose of this study is to compare placement and salary statistics of the School of Library and Information Management at Emporia State University with national figures during the period 1974 through 1981. The models used for the research are the "Placements and Salaries" studies of recent graduates of ALA accredited library programs done by Carol L. Learmont and others which appear annually in Bowker Annual of Library & Booktrade Information and Library Journal. In addition to data from these studies, placement statistics compiled for the School of Library and Information Management at ESU were also used.

It was hypothesized that salaries of new master's degree recipients of the School of Library and Information Management were lower than the nationwide average during the period studied and that placement figures did not reflect national trends. These assumptions proved to be correct though salary figures were closer to national norms than expected.

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A Comparison of
Placement and Salary Statistics of the
School of Library and Information Management, Emporia State
University with National Figures

The years since 1970 have been difficult ones for library science master's degree recipients. Data in the annual series "Placements and Salaries" compiled by Carlyle Frarey, Carol Learmont, Richard Darling, Richard Troiano and Stephen Van Houten reflect first the tightening job market for newly graduated librarians then the opening up of new employment opportunities after 1977. Subtitles for the articles reflect the changing scene. In 1971 there was "a modest employment slowdown."¹ By 1975 the situation was bad enough to be termed "a difficult year."² After "a year of adjustment" in 1976³, the "picture brightens" in 1977⁴ providing "new directions" in 1978⁵ and "wider horizons" in 1979.⁶ The worst seemed to be over in 1980 when placements were "holding the line."⁷ By 1981 placements and salaries were "still holding."⁸

This paper compares placement and salary statistics for the School of Library and Information Management at Emporia State University with national figures during the period 1974 through 1981. This time period was chosen because of availability of data and because 1973/74 represented a national peak in the number of library science master's degrees awarded.⁹

The primary sources of published information used in this study were the placement and salary studies of recent graduates from ALA accredited library programs done by Carol L. Learmont and others. These have appeared annually in Library Journal and in the Bowker Annual of Library & Booktrade Information. Leslie R. Morris's article, "Projections of the Number of Library School Graduates," which appeared in the Spring, 1982 issue of

Journal of Education for Librarianship proved helpful. Also used were Margaret Myers's articles, "Library Personnel: Supply and Demand" from Drexel Library Quarterly, Summer, 1981 and statistical surveys done by the National Center for Education Statistics and the Bureau of the Census.

An analysis of the placement statistics for graduates of the School of Library and Information Management, Emporia State University from 1974 through 1981 forms the basis for this study. The statistics were gathered originally for the "Placements and Salaries" annual survey; also they have been used for analyses published in the ESU Library School Newsletter.

Through this research it is hoped to prove two points: 1) that the salaries of new master's degree recipients from the School of Library and Information Management, Emporia State University were lower than the nationwide average, during the period studied; 2) that placement figures for Emporia library school graduates did not reflect national trends departing from the national figures most in the areas of school and special libraries and other information specialties.

Using the annual "Placements and Salaries" study as a model, comparisons were made for the following:

1. Status of 1974-81 graduates with respect to percentages in professional, non professional, temporary professional positions and total library positions. Percentages are also given, for those whose employment is not known, or who are not in library positions. The placement and salary studies use figures rather than percentages. The figures have been translated to percentages for purposes of comparison.
2. Placements and Salaries of 1974-81 graduates indicating percentages for whom salary data is known, low salary, high salary,

average salary and median salary for men, women and total.

3. Comparison of amounts of increase and decrease in salaries over the previous year - Emporia and U.S.
4. Differences between Emporia salaries and U.S. salaries.
5. Comparison of salaries by type of library - Emporia and U.S. 1974 - 1981.
6. Comparison of eight year average salaries by type of library - Emporia and U.S. 1974 - 1981.
7. Variances between average Emporia and national salaries 1974 - 1981.
8. Percentage of placements by type of library - Emporia and U.S. 1974 - 1981.

With respect to percentages of men and women graduates Table I shows Emporia in four years had a higher proportion of male graduates than the total for accredited library programs in United States. In three years the proportion of male graduates was lower and in one year it was the same. National figures for the percentage of male graduates fluctuated between 17 and 22 percent, a variance of five percentage points, but for Emporia the percentage fluctuated between 14 and 32 percent, a 16 percentage point spread. The same fluctuation in percentage is true of women who made up 78 to 83 percent of the U.S. graduates and 68 to 86 percent of Emporia's graduates. National figures indicate that library and information science is attracting an increasingly higher proportion of women.¹⁰ Only one year, 1978, departs from this trend. On the other hand, Emporia's figures fluctuate from year to year. The proportion of males grew from 1974 through 1976, then declined for two years, rose again in 1979, declined further in 1980, but rose in 1981. However, the proportion of Emporia male graduates is lower in 1981 than it was in 1974.

Table I

Status of Graduates 1974 - 1981
U.S. and Emporia

Year	Number of Graduates						Number & Percentage Not in Library Positions						Percentage Employment not known					
	U.S.			Emporia			U.S.			Emporia			U.S.			Emporia		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
1974 No.	78 4638	22% 1280	6184*	73% 55	27% 20	75	435	127	84 583*	7% 4	5% 1	7% 5	1576	352	34% 2087*	25% 14	5% 1	20% 15
1975	78% 4425	22% 1236	5813*	70% 57	30% 24	81	529	178	12% 721*	5% 3	13% 3	7% 6	1369	315	31% 1782**	19% 11	13% 3	17% 14
1976	78% 3889	22% 1089	5157*	68% 52	32% 24	76	715	190	18% 913	10% 5	13% 3	11% 8	1033	263	27% 1366	10% 5	13% 3	11% 8
1977	80 4081	20% 1009	5090	84% 71	16% 14	85	751	165	18% 916	10% 7	7% 1	10% 8	909	186	21% 1095	3% 2		2% 2
1978	79% 3680	21% 996	4971*	84% 69	16% 13	82	538	166	14% 714*	13% 9		11% 9	842	208	24% 1193*	17% 12	15% 2	17% 14
1979	81% 3835	19% 897	4732	81% 69	19% 16	85	478	138	13% 616	10% 7	25% 4	13% 11	852	194	22% 1046	23% 16	13% 2	21% 18
1980	81% 3145	19% 723	3912*	86% 70	14% 11	81	467	107	16% 604*	14% 10	45% 5	19% 15	596	150	13% 752	9% 6		7% 6
1981	83% 3239	17% 665	4105*	78% 49	22% 14	63	422	112	13% 536*	8% 4	7% 1	8% 5	692	135	25% 1016*	10% 5	14% 2	11% 7

* Not all U.S. Schools distinguished between women and men graduates but gave totals only. Thus sub-totals and totals exceed the sum of reports for each sex. For number of graduates this report uses the sum of reports for each sex rather than the total give

* Includes 14 undifferentiated by sex

* Includes 98 undifferentiated by sex

Table I (Cont.)

Permanent Professional Placements		Temporary Professional Placements		Non Professional Library Placements		Total in Library Positions	
Total U.S.	Total Emporia	Total U.S.	Total Emporia	Total U.S.	Total Emporia	Total U.S.	Total Emporia
	68% 51			3% 215	5% 4	57% 3514	73% 55
	73% 59			6% 372	3% 2	57% 3310	75% 61
50 2586	70% 53	2% 123	1% 1	3% 169	8% 6	56% 2872	88% 60
55 2787	82% 70	30% 153		3% 137	6% 5	60% 3079	88% 75
55 2756	67% 55	3% 132	1% 1	4% 176	4% 3	62% 3064	72% 59
58 2720	66% 56	3% 155		4% 195		65% 3070	66% 56
57 2246	70% 57	3% 133		5% 177	4% 3	65% 2556	74% 60
54 2204	70% 44	4% 185	2% 1	4% 164	9% 6	62% 2553	81% 51

Table I shows that Emporia has placed a higher percentage of graduates in library positions than have U.S. library schools included in the national surveys. For Emporia the percentages for the eight year period range from 66 percent in 1979 to 88 percent in 1976 and 1977. For U.S. library schools the percentage ranges from 56 percent in 1976 to 65 percent in 1979 and 1980. Neither lows nor highs for the two groups in the comparison coincide for any year.

Of the total in library positions, Table I indicates that permanent professional placements for Emporia ranged between 68 percent in 1974 and 82 percent in 1977. In five of the years professional placements accounted for 70 percent or more of the total library placements.

National percentages for professional placements range from 50 percent in 1976 to 58 percent in 1979.¹¹ No trend is apparent for either Emporia or U.S. library schools in general. It is interesting to note that 1979, the high point in national professional placements, was the low point for Emporia. Neither do Emporia's figures reflect the general employment picture for library school graduates. In 1975, the "difficult year", 73 percent of Emporia's graduates found professional employment and 75 percent found positions in libraries. Nationally, in 1975 57 percent of library school graduates found work in libraries. Table I shows that 1976 was the worst year for United States library school graduates; for Emporia the low point came in 1979.

Non professional placements have made up from three to six percent of national placements during the eight year period. Emporia's record is poorer in most years with non professional placements making up from 0 percent to 9 percent of library placements. Nationally, the years with fewest non professional placements came in 1974 and 1976, the year with most was 1975; for Emporia 1979 showed fewest non professional placements and 1981 most.

Temporary professional placements have accounted for small percentages of placements both nationally and for Emporia. National percentages ranged between 2 and 4 percent; in Emporia, between 0 and 2 percent. However, 1981 marked the high point both nationally and locally for numbers of temporary placements.

The percentage of library school graduates who were not in library positions ranged from 8 to 18 percent nationally and from 5 to 19 percent in Emporia. The years 1976 and 1977 showed the highest national percentages of non-library placements; 1980 was the year of highest non-library placements for Emporia.

Table 1 shows that although the number of library school graduates declined steadily until a slight upturn in national statistics in 1981, Emporia figures rose and fell during the period. A significant decline occurred in 1981. The tightening job market is the major factor in the decline in numbers of library school graduates. This may not have affected Emporia until later because a high proportion of Emporia graduates chose school librarianship, a field which, until recently in Kansas, has held placement opportunities for almost all who sought employment in the field.¹² The high proportion of graduates who found work in school libraries may also account for the greater percentage of permanent professional placements for Emporia. Most school library positions in Kansas are professional.

Table 2 compares the salaries of graduates placed in professional positions during the eight year period. A higher percentage of national library school graduates supplied salary data than did graduates of Emporia. In only three years, 1974, 1976, and 1977 did Emporia exceed the national percentage. Nationally, between 64 percent in 1975 and 78 percent in 1979 of graduates placed in professional positions supplied salary data.

Table 2
Comparison of
Placements and Salaries of Graduates
Emporia State University and U.S.*

Year	Place	Professional Placements	Salaries				Low Salary		
			Women	Men	Total	% for whom salary is not known	Women	Men	Total
1974	Emporia	51	23	13	36	71%	6000	7700	6000
	U.S.	3514	1843	557	2477	70%	4200	6000	4200
1975	Emporia	59	21	4	25	42%	7900	9000	7900
	U.S.	3310	1623	491	2114	64%	3840	5500	3840
1976	Emporia	54	30	10	40	74%	7000	9000	7000
	U.S.	2676	1322	403	1767	66%	4000	6500	4000
1977	Emporia	70	47	7	54	77%	8000	8000	8000
	U.S.	2789	1515	421	1936	69%	4500	6900	4500
1978	Emporia	55	29	6	35	64%	8200	8400	8200
	U.S.	2676	1429	423	1870	70%	6000	6000	5000
1979	Emporia	56	30	6	36	64%	7780	10020	7780
	U.S.	2565	1612	381	1993	78%	5000	6700	5000
1980	Emporia	57	29	6	35	61%	10000	11900	10000
	U.S.	2246	1321	276	1598	71%	5700	5640	5640
1981	Emporia	44	23	6	29	66%	10600	11000	10600
	U.S.	2204	1350	244	1602	73%	5000	8000	5000

* National totals may include placements and salaries undifferentiated by sex

Table 2 (Cont.)

High Salary			Average Salary			Median Salary		
Women	Men	Total	Women	Men	Total	Women	Men	Total
14615	12841	14615	9197	9417	9276	9000	9356	9000
26000	23500	26000	9913	10583	10033	9600	10153	9600
14000	11520	14000	9856	10030	9884	9500	9800	9600
27000	25000	27000	10348	10878	10505	9930	10300	10000
13750	14300	14300	10523	11263	10711	10450	10900	10500
28272	27548	28272	10955	11155	11048	10500	10870	10520
14165	14628	14628	10950	11366	11004	10799	12336	10900
28000	28000	28000	11314	11842	11578	11000	11300	11005
34000	14500	34000	12644	12122	12554	11475	12200	12000
34000	28000	34000	12087	12344	12281	11732	11832	11804
20159	12493	20159	12455	11288	12258	12250	11258	11690
32200	40000	40000	12872	13630	13016	12758	13049	12760
20000	16000	20000	13213	14013	13350	12600	13936	13000
32000	32500	32500	14043	14768	14170	13500	14000	13596
19000	19132	19132	14471	14530	14483	14000	14438	14300
37000	35000	37000	15441	16522	15597	15000	15500	15000

For Emporia the percentages ranged from 42 percent in 1975 to 77 percent in 1977.

Except for one year, 1980, the national low salaries for women were below or the same as low salaries for men. The pattern remains the same for Emporia women whose salaries were lower in every year except 1977 when they equalled the male low.

Table 2 reveals lower salary lows for women nationally than for Emporia women. Nationally, low salaries for women ranged from \$3,840 in 1975 to \$6,000 in 1978. Low salaries for Emporia women ranged from \$6,000 in 1974 to \$10,600 in 1981. During the eight year period low salaries for women nationally rose from \$4,200 to \$5,000, a rise of \$800 but for Emporia they rose from \$6,000 to \$10,600, a rise of \$4,600.

There were fluctuations in low salary for women both nationally and for Emporia. Nationwide declines in low salary for women occurred in three years; Emporia showed declines in two.

Table 3, which shows the amount of increase or decrease in salaries over the previous year, indicates there is little correlation between national and local ups and downs with respect to low salaries for women. It does point out that there are more and larger salary increases for Emporia women than for women library school graduates in the United States generally.

Table 4 shows that low salaries for Emporia women were at least \$1,800 higher than the low salaries for women nationwide. Although the size of the increase fluctuated through 1977, it has risen steadily since 1978.

Table 2 shows that Emporia male graduates also fared better than their national counterparts. In every year low salaries for Emporia men were higher than low salaries for U.S. library school graduates as a whole. Nationally, low salaries for men ranged between \$5,500 in 1975 and \$8,000

Table 3
Comparison of Amounts of
Increase and Decrease in Salaries Over the Previous Year
Emporia and U.S.

Year	Low Salary						High Salary					
	Women		Men		Total		Women		Men		Total	
	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.
1975	+ 1900	- 360	+ 1300	- 500	+ 1900	- 360	- 615	+ 1000	- 1321	+ 1500	- 615	+ 1000
1976	- 900	+ 160	0	+ 1000	- 900	+ 160	- 250	+ 1272	+ 2780	+ 2548	+ 300	+ 1272
1977	- 1000	+ 500	- 1000	+ 400	+ 1000	+ 500	+ 415	- 272	+ 328	+ 452	+ 328	- 272
1978	- 200	+ 1500	+ 400	- 900	+ 200	+ 500	+ 19835	+ 6000	- 128	0	+ 19372	+ 6000
1979	- 420	- 1000	+ 1620	+ 700	- 420	0	- 13841	- 1800	- 2007	+ 12000	- 13841	+ 6000
1980	+ 2220	+ 700	+ 1880	- 1060	+ 2220	+ 640	- 159	- 200	+ 3507	- 7500	- 159	- 7500
1981	+ 600	- 700	- 900	+ 2360	+ 600	- 640	- 1000	+ 5000	+ 3132	+ 2500	- 868	+ 4500
8 year Totals	+ 4600	+ 800	+ 3300	+ 2000	+ 4600	+ 800	+ 4385	+ 11000	+ 6291	+ 11500	+ 4517	+ 11000

All figures are in U.S. dollars

Table 3 (Cont.)

Average Salary						Median Salary					
Women		Men		Total		Women		Men		Total	
Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.
+ 659	+ 435	+ 613	+ 295	+ 608	+ 472	+ 500	+ 330	+ 444	+ 147	+ 600	+ 400
+ 667	+ 607	+ 1233	+ 278	+ 827	+ 543	+ 950	+ 570	+ 1100	+ 570	+ 900	+ 520
+ 427	+ 359	+ 103	+ 686	+ 293	+ 530	+ 349	+ 500	+ 1436	+ 430	+ 400	+ 485
+ 1694	+ 773	+ 756	+ 502	+ 1550	+ 703	+ 676	+ 732	- 136	+ 532	+ 1100	+ 799
- 182	+ 785	- 834	+ 1286	- 296	+ 735	+ 775	+ 1026	- 942	+ 1217	- 310	+ 956
+ 761	+ 1171	+ 725	+ 1138	+ 1092	+ 1154	+ 350	+ 742	+ 2678	+ 951	+ 1310	+ 836
+ 1258	+ 1398	+ 517	+ 1754	+ 1133	+ 1427	+ 1400	+ 1500	+ 502	+ 1500	+ 1300	+ 1404
+ 5264	+ 5528	+ 5113	+ 5939	+ 5207	+ 5564	+ 5000	+ 5400	+ 5082	+ 5347	+ 5300	+ 5400

in 1981; for Emporia men the range was \$7,700 in 1974 an \$11,900 in 1980.

Table 3 indicates the fluctuations in low salaries are as common to men as they are to women both nationally and locally. Again Emporia showed declines in two years, 1977 and 1981, but there were three years of decline for the nation as a whole, 1975, 1978, and 1980. Ups and downs between the two sets of figures show little correlation.

Table 4 indicates that low salaries for Emporia men library school graduates were anywhere from \$1,100 in 1977 to \$6,260 in 1980, higher than their national counterparts. The rate of increase fluctuates throughout the eight years.

Low salaries for both men and women were higher for Emporia graduates than for U.S. graduates. The difference, as shown in Table 4, ranged from \$1,800 in 1974 to \$5,600 in 1981. Although low salaries fluctuated both nationally and for Emporia graduates, the national figure rose only \$800 in the eight year period; for Emporia the increase was \$4,600.

A comparison of high salaries tells a different story. Table 2 shows that in every year except 1978 high salaries for men and women Emporia library school graduates were substantially lower than national highs. Table 4 shows the amount of difference between Emporia and national high salaries ranged from \$11,385 in 1974 to \$19,841 in 1979.

As shown in Table 2, national high salaries for women ranged between \$26,000 in 1974 and \$37,000 in 1981 with a general rise over the eight year period of \$11,000. For Emporia women high salaries ranged from \$13,750 in 1976 to \$34,000 in 1978.¹³ The 1981 high was only \$4,385 above the 1974 figure. After 1974, high salaries for Emporia's women library school graduates declined until 1977. Table 3 shows that following an increase of \$19,835 in 1978,¹⁴ high salaries for Emporia women decreased each year.

Table 4

Differences Between Emporia
Salaries and U.S. Salaries

Year	Low Salary			High Salary			Average Salary			Median Salary		
	Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
1974	+ 1800	+ 1700	+ 1800	- 11385	- 10659	- 11385	- 716	- 1166	- 757	- 600	- 797	- 600
1975	+ 4060	+ 3500	+ 4060	- 13000	- 13480	- 13000	- 492	- 848	- 621	- 430	- 500	- 400
1976	+ 3000	+ 2500	+ 3000	- 14522	- 13248	- 13972	- 432	+ 207	- 337	- 50	+ 30	- 20
1977	+ 3500	+ 1100	+ 3500	- 13835	- 13372	- 13372	- 364	- 476	- 574	- 201	+ 1036	- 105
1978	+ 2200	+ 2400	+ 3200	0	- 13500	0	+ 557	- 222	+ 273	- 275	+ 368	+ 196
1979	+ 2780	+ 3320	+ 2780	- 12041	- 27507	- 19841	- 420	- 2342	- 758	- 508	- 1791	- 1070
1980	+ 4300	+ 6260	+ 4360	- 12000	- 16500	- 12500	- 830	- 755	- 820	- 900	- 64	- 596
1981	+ 5600	+ 3000	+ 5600	- 18000	- 15868	- 17868	- 970	- 1992	- 1114	- 1000	- 1062	- 700

Table 3 indicates a 1979 decrease of \$13,841 but in other years the decrease is never more than \$1,000.

National high salaries for women library school graduates ranged from \$26,000 in 1974 to \$37,000 in 1981. There was an increase of \$11,000 during the eight year period. Table 3 shows an increase of \$6,000 for 1978 but decreases of no more than \$1,800 for any year.

Table 2 shows the high salary situation for men is similar to that for women except salaries for Emporia male library school graduates never came close to national highs. For men national high salaries ranged from \$23,500 in 1974 to a high of \$40,000 in 1979. During the eight year period there was an increase of \$11,500. This compares favorably with the rise of \$11,000 in women's salaries during the same period. Emporia's male graduates commanded high salaries ranging from \$11,520 in 1975 to \$19,132 in 1981. Over the eight year time span high salaries for Emporia men rose \$6,291, somewhat more than the \$4,385 gain for Emporia women. Both figures are far below the national eight year gain. Table 3 shows salaries of Emporia's male library school graduates slipped back in three years. Nationwide there was a decrease in only 1980. Table 4 points out clearly the great difference which exists between high salaries for library school graduates in the nation as a whole and for Emporia graduates. In every year except one high salaries for Emporia graduates were anywhere from \$10,659 to \$27,507 below those for their national counterparts. The picture is worse for men than for women but the picture is a gloomy one at best.

More useful is a comparison of average salaries. In this comparison Emporia graduates more nearly equal their national counterparts. Table 2 shows the average national salary for women library school graduates ranged from \$9,913 in 1974 to \$15,441 in 1981, an increase of \$5,528. In every

year the salary rose. During the same period average salaries for Emporia's women rose from \$9,197 in 1974 to \$14,471 in 1981, an increase of \$5,274. In every year except one, 1979, salaries were higher.¹⁵ The increase ranged from \$427 to \$1,694 as Table 3 indicates; the decline in 1979 was \$182. The amount of increase varies. National figures for women's average salaries show an increase of between \$359 and \$1,398. The only decrease came in 1977, a year which also showed lower averages for Emporia's graduates.

Table 4 indicates average salaries for Emporia's women library school graduates were below national figures in all but one year. However, in all years which show Emporia's figures below national the difference was less than \$1,000. Differences ranged from -\$364 in 1977 to -\$970 in 1981. Table 4 indicates the discrepancy between Emporia and national figures is growing. In 1979 Emporia women graduates were \$420 behind the national average salary; in 1980 they were \$830 behind; by 1981 they had slipped to \$970 behind.

A similar pattern emerges for average salaries of Emporia's men. The average salary for Emporia's male graduates ranged from \$9,417 in 1974 to \$14,530 in 1981, an increase of \$5,113. Except for 1976 when salaries for Emporia's male graduates were \$207 higher than the national average, they have lagged behind by anywhere from \$222 in 1978 to \$2,342 in 1979. By comparison, figures for U.S. men show the average salary rose from \$10,583 to \$16,522, an increase of \$5,939 during the eight year period. Figures for Emporia's men show a wider discrepancy than those for the women indicating the average salary of a male graduate of Emporia's School of Library and Information Management is further behind national norms than is that of women graduates.

Total average salaries for library school graduates ranged nationally from \$10,033 to \$15,597, an increase over the eight year period of \$5,564; for Emporia the range was \$9,276 to \$14,483, an increase of \$5,207. The

three years when Emporia salaries most closely approximated the national average were 1976, 1977, and 1978. From that time figures indicate Emporia has lost ground. However, a glance at the total figure shows that even in 1981, the worst year, salaries of Emporia library school graduates were only \$1,114 behind national figures.

A comparison of median salaries is useful because the influence of very high or very low salaries is lessened. Table 2 shows the median salary of Emporia women graduates rose from \$9,000 in 1974 to \$14,000 in 1981, an increase of \$5,000 and for their national counterparts from \$9,600 to \$15,000, an increase of \$5,400. For both groups salaries show a steady climb during the eight year period.

The median salary for Emporia male graduates rose from \$9,356 in 1974 to \$14,438 in 1981, an increase of \$5,082; for their national counterparts from \$10,153 to \$15,500, an increase of \$5,347. Although national figures rose each year, for Emporia men there were two years, 1978 and 1979, when salary figures declined.

Emporia's median salary totals rose from \$9,000 in 1974 to \$14,300 in 1981, an increase of \$5,300, national median salaries rose from \$9,600 to \$15,000, an increase of \$5,400. Emporia registered one year, 1979, of decline; national figures rose each year.

Increases in total figures for both average and median salaries over the eight year period show that Emporia graduates are a few hundred dollars behind their national counterparts. Table 3 shows the difference is greatest in average salaries for men, a difference of \$826, but a comparison of median salaries for men shows a \$265 difference.

The total figures in both categories show Emporia is \$357 behind national average salaries and \$100 behind in median salaries. Although the

amount of increase in salaries for graduates of the School of Library and Information Management correlates well with national figures, the amount of salary is lower in all but one year as Table 4 demonstrates. Over the eight year period both median and average salaries increased by at least \$5,000 for both groups.

Table 3, which compares the amount of increase and decrease in salaries over the previous year for both the United States and Emporia, indicates much fluctuation with respect to high and low salaries for both groups. No real pattern emerges. However, average salaries for U.S. women show the amount of salary increase is growing. In only one year, 1977, did it fall behind. Women's salaries rose only \$435 between 1974 and 1975 but increased \$1,398 between 1980 and 1981. Although average salaries for Emporia's women were lower in two years and increased at an unusually high rate in 1978, salaries show a higher rate of increase, \$1,258 between 1980 and 1981 than they did between 1974 and 1975 when the increase was \$659.

Average salary figures for U.S. men library school graduates do not show quite the steady gains that figures for U.S. women show. In three years the amount of increase was lower. However, where there was an increase of \$295 between 1974 and 1975, there was an increase of \$1,754 in male salaries between 1980 and 1981. Figures for Emporia's male library school graduates, perhaps because of the small number in the survey, rise and fall consistently every other year. The increase in 1981 of \$517 is less than the increase of \$613 for 1975 salaries over those of 1974.

Total figures for the nation as a whole show a steady, ever higher increase except for a slight loss in 1977. The amount of increase between 1980 and 1981 of \$1,427 is \$955 higher than the \$472 increase shown between 1974 and 1975. Emporia figures show greater ups and downs during the mid

years of the period, 1977 through 1979, but the 1981 increase of \$1,133 was \$625 higher than that for 1975.

Median salaries for both U.S. and Emporia show more fluctuations. For women, there were declines in amount of salary increase in 1977 and 1980 for both U.S. and Emporia library school graduates, but over the eight year time period the amount of increase rose \$1,170 nationally and \$900 for Emporia. Nationwide, men library school graduates suffered declines in the amount of salary increase in 1977 and 1980, the same years as the women, but the amount of increase in the median salaries for Emporia's male graduates slipped in three years. Table 4 shows decreases in two years, 1978 and 1979. Over the eight year period the amount of salary increase for U.S. male graduates rose \$1,353; for Emporia the increase was \$58.

Totals for both groups show gains of \$1,004 for the U.S. and \$700 for Emporia in the amount of salary increase over the previous year. Emporia showed a decrease in 1979 and lower amounts of increase in 1977 and 1981. Nationally, there were smaller increases in 1977 and 1980.

Table 5 gives a comparison of U.S. and Emporia low, high, average and median salaries by type of library. Low salaries of Emporia's library school graduates were higher for every type of library and high salaries were considerably lower for each type of library. Over the eight year period college library salaries for Emporia women were closest to national high and low figures as Table 6 shows. For men, low salaries were closest to national figures in public librarianship; high salaries were closest in school librarianship. Salaries for all Emporia graduates who chose college library work were closest to national lows. Emporia salaries were closest to national highs in school librarianship.

Table 5
Comparison of Salaries by Type of Library
Emporia and U.S.
1974 - 1981

Type	Year	Low Salary						High Salary					
		Women		Men		Total*		Women		Men		Total	
		U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia
Public Libraries	1974	4200	8500	7000	8250	4200	8250	14124	8500	14480	12000	18500	12000
	1975	4368	8748	6100	9000	4368	8748	16515	10916	25000	9000	25000	10916
	1976	6000	7000	7500	9000	6000	7000	28272	9000	19300	10260	28272	10260
	1977	6000	8000	8000	8000	6000	8000	18706	12875	20000	14628	20000	14628
	1978	5000	9240	7020	12400	5000	9240	23491	10857	18811	12400	23491	12400
	1979	6664	7780	8300	10020	6664	7780	23000	11544	21000	10500	23000	11544
	1980	5700	10000	10000	13372	5700	10000	21500	20000	30000	13872	30000	20000
	1981	7200	10600	8000	11175	7200	10600	30200	14500	24000	11175	30200	14500
School Libraries	1974	6000	7500	7332	7700	6000	7500	20350	14615	21000	7700	21000	14615
	1975	3840	7900	7850	-	3840	7900	20184	14000	23000	-	23000	14000
	1976	5196	8900	6500	10600	5196	8900	22000	13750	21600	14300	25000	14300
	1977	4500	8500	6900	-	4500	8500	28000	14165	20000	-	28000	14165
	1978	6000	9500	8000	11350	6000	9500	26400	16000	25500	14500	26400	16600
	1979	5000	9680	9845	11335	5000	9680	28000	20159	25700	12493	28000	20159
	1980	6000	10800	10000	11900	6000	10800	28800	18939	26484	16000	28800	18939
	1981	5000	10600	12750	14375	5000	10600	37000	19000	30000	19132	37000	19132
College & University Libraries	1974	5200	8500	4628	8000	4628	8000	19500	11000	21404	10300	21408	11000
	1975	5336	8500	6000	9600	5336	8500	16970	11400	20000	11520	20000	11520
	1976	6200	9400	7800	9771	6200	9400	20000	10250	23000	12000	23000	12000
	1977	7000	8000	7000	10200	7000	8000	20500	12400	20000	12400	20500	12400
	1978	7000	8200	6300	8400	6300	8200	34000	34000	20905	14081	34000	34000
	1979	7800	8400	6760	11800	6700	8400	24000	14000	29000	11800	29000	14000
	1980	9000	11750	6000	14000	6000	11750	29285	15232	32500	14000	32500	15232
	1981	8000	11000	11000	11000	8000	11000	27825	18600	34300	11000	34300	18600
Special Libraries	1974	5280	6000	6000	12841	5280	6000	26000	11500	23500	12841	26000	12841
	1975	5000	8000	5500	-	5000	8000	27000	10889	20678	-	27000	10889
	1976	4000	9600	7020	11200	4000	9600	23000	10400	27548	11200	27548	11200
	1977	6600	9924	7335	12336	6600	9924	25000	13000	28000	13000	28000	13000
	1978	7064	9500	6000	-	6000	9500	27000	13500	28000	-	28000	13500
	1979	7000	-	7680	11580	7000	11580	32000	-	40000	11580	32000	11580
	1980	8500	13000	5640	15000	5640	13000	32000	13000	24000	15000	32000	15000
	1981	10000	12000	10000	14500	10000	12000	34200	12000	32013	14500	34200	12000
Other Information Specialties	1980	10400	-	12000	-	10400	-	26000	-	29540	-	29540	-
	1981	11500	-	11000	-	11000	-	28600	-	35000	-	35000	-

Beginning 1980 the national study divided the category "other libraries" into two sections: special libraries and "other information specialties." The heading "special libraries" is used in this study. Emporia had no placements in "other information specialties."

Average Salary						Median Salary					
Women		Men		Total		Women		Men		Total	
U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia
9358	8500	9789	9174	9523	9062	9425	8500	9820	8320	9372	8410
9571	9703	9992	9000	9692	9527	9500	9444	9750	9000	9592	9222
10159	7749	10581	9587	10292	8668	10100	7248	10500	9500	10140	9250
10787	9955	11170	10543	10929	10175	10802	9500	10717	9000	10734	9300
11291	10194	11182	12400	11382	10639	11321	10350	11205	12400	11273	10500
12190	9885	12179	10260	12218	9992	12109	10500	11971	10260	12146	10500
12931	12938	13767	13872	13076	13124	12960	10875	13684	13872	13000	10950
14020	12523	14804	11175	14132	12186	14000	12468	14610	11175	14100	11822
10480	9140	11044	7700	10525	9055	10000	8700	10478	7700	10000	8400
10794	10147	12505	-	10900	10147	10322	9745	12250	-	10322	9745
11899	11091	12517	12967	12177	11325	11427	10950	12070	14000	11574	11000
12095	11260	13184	-	12194	11260	11800	11000	10496	-	11612	11000
12599	11747	13759	12925	12788	11859	12519	12000	13735	12925	12560	12000
13612	13101	15448	11914	13742	12640	13274	12886	15182	11914	13369	12636
14349	13403	16169	13735	14523	13451	13500	12625	16000	13305	13800	12650
16191	15404	19469	16836	16509	15657	15004	15600	18500	17000	15500	16200
9792	9600	10567	9334	10002	9423	9500	9300	10000	9425	9700	9400
10124	9543	11131	10373	10160	9899	10000	9135	10500	10000	10000	9600
10647	9913	11354	11257	10804	10489	10250	10000	11000	12000	10500	10200
11490	10630	11976	11300	11508	10250	10806	9250	11264	11300	11002	10200
12133	17000	12576	11494	12189	14640	11949	12900	12172	12000	11782	12000
12545	11967	13295	11800	12517	11925	12302	13500	13205	11800	12237	12500
13747	12864	14692	14000	13989	13026	13000	12500	14000	14000	13500	13000
14741	13520	16023	11000	15021	13100	14500	13000	15000	11000	14532	12250
10120	9333	11632	12841	10431	13210	9691	10500	10500	12841	10000	11000
10300	9363	10104	-	10426	9363	10000	9200	10500	-	10025	9200
10855	10000	11443	11200	10982	10400	10750	10000	11500	11200	10850	10400
11611	11085	12561	12668	11739	11537	11427	11000	11150	12668	11586	11000
12263	12500	12590	-	12263	12500	12117	12500	12174	-	12198	12500
13448	-	14400	11580	13681	11580	13249	-	14402	11580	13283	11580
15062	13000	14810	15000	15025	14000	14498	13000	14700	15000	14500	14000
15636	12000	17615	14500	16748	13250	16000	12000	16000	14500	16000	13250
16528	-	17270	-	16344	-	15000	-	16400	-	15500	-
17662	-	16959	-	17515	-	16700	-	15000	-	16500	-

Average salaries of Emporia women during the eight year period were slightly below national averages in every type of librarianship in almost every year. As Tables 5 and 7 indicate women's salaries came closest to national in the college and university category and furthest in the special library category. Average salaries of Emporia men were closest to national averages in special librarianship and furthest in school and media specializations. The total for both men and women showed less deviation from the national norm. College and university salaries for Emporia graduates were closest and special library salary furthest from the national norm.

Table 7 shows that during the eight year period median salaries for Emporia women came closest to national norms in college and university librarianship as they did in the case of average salaries but public libraries were furthest from national norms. For men, salaries in special librarianship remained closest to national figures; median salaries were furthest from national norms in public librarianship. A slight difference also turned up in the total figures. College and university salaries remained closest to national reports but public library salaries for Emporia graduates departed most from national median figures. In only one category did Emporia's figures for average or median eight year averages exceed national figures. Emporia's men showed a higher figure. However, this figure was based on a relatively small number of reports.

During the eight year period average and median salaries for Emporia's women and Emporia total figures were consistently below national figures. Table 5 also shows the lowest low salaries for women nationwide were most often in the schools; for Emporia women public libraries offered least remuneration. For men nationally the lowest salaries occurred more often in special libraries; Emporia's men found lowest salaries in public librarianship.

Table 6
Comparison of Eight Year
Average Salaries by Type of Library
Emporia and U.S.
1974 - 1981

	Low Salary						High Salary					
	Women		Men		Total		Women		Men		Total	
	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia
Public	5667	8734	7740	10215	5667	8702	21976	12274	21536	11729	24808	13281
School	5192	9060	8647	11210	5192	9173	26342	16404	24161	14021	27150	16489
College/ University	6942	9219	6929	10346	6271	9156	23010	15860	25139	12138	26839	16094
Special	6681	9718	6897	12910	6190	9951	28275	12327	27967	13020	29344	12751

	Average Salary						Median Salary					
	Women		Men		Total		Women		Men		Total	
	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia	U.S.	Emporia
Public	11288	10182	11683	10751	11406	10422	11277	9861	11532	10441	11255	9994
School	12752	11912	14262	12680	12920	11924	12231	11688	13580	12807	12342	11704
College/ University	11902	11780	12702	11320	12024	11594	11538	11198	12143	11441	11664	11163
Special	12537	11040	13144	12965	12662	11605	12217	11171	12616	12965	12305	11616

Table 7

Variances Between Average
Emporia and National Salaries
1974 - 1981*

Low Salary

Emporia	Women	Men	Total
Public	+ 3067	+ 2475	+ 3035
School	+ 3868	+ 2563	+ 3981
College	+ 2277	+ 3417	+ 2885
Special	+ 3037	+ 6013	+ 3761

High Salary

Public	- 9702	- 9807	- 11527
School	- 9938	- 10140	- 10661
College	- 7150	- 13001	- 10745
Special	- 15948	- 14947	- 16593

Average Salary

Public	- 1106	- 932	- 984
School	- 840	- 1582	- 996
College	- 122	- 1382	- 430
Special	- 1497	- 179	- 057

Median Salary

Public	- 1416	- 1091	- 1301
School	- 543	- 773	- 638
College	- 340	- 702	- 501
Special	- 1046	+ 349	- 689

* + means average Emporia salary higher than national; - means average Emporia salary lower than national

Total figures show schools offered lowest salaries nationally, and public libraries paid least to Emporia library school graduates.

In contrast, nationwide special libraries offered the highest high salaries during the time studied; school libraries provided highest high salaries to Emporia graduates. These statements were true for men, women, and both men and women.

Emporia and national figures are in agreement on both average and median lows and highs. During the eight year period Table 5 shows lowest average and median salaries were most often offered by public libraries, highest by school libraries. National figures also show highest salaries in "other information specialties" during 1980 and 1981 thus indicating the beginning of a lucrative branch of the information industry. This trend has not yet had much impact on Emporia salaries although salary highs were in special librarianship during 1980.

Table 7 shows variances between Emporia and national average salaries for library school graduates during the period 1974-1981. Emporia women who took positions in college libraries were closest to national norms in every category - low salary but also high salary. In average and median salaries their salaries deviated from the norm by only \$122 and \$340. Emporia women graduates deviate from the norm most in special librarianship. High salaries are \$15,948 behind national highs; average salaries are lower by \$1,497. The greatest deviation with respect to low salaries appears in school libraries where Emporia's low salaries on the average are higher by \$3,868 than national figures; median salaries for public librarians are \$1,416 lower than national figures.

Emporia men fare best in the area of special librarianship. The average salary is \$179 below the national average but the median salary is higher by

\$349. The low salary in this category is higher than the national average by \$6,013. In the high salary category Emporia men come closest to national average figures in public librarianship.

Total figures show average and median salaries in college librarianship to be closest to the national norm for the eight year period. Low salaries also were closest to national lows in college libraries but high salaries were closest in school libraries. Total average figures departed most from national figures in the special library area but median salaries lagged behind most in the area of public libraries. Low salaries in school librarianship were furthest from national average salaries; high salaries for special libraries were furthest from national figures.

The total picture shows Emporia average and median salaries lower than national in every area of librarianship but in the eight year period studied the variance was less than \$1,000 in schools and also in college librarianship. Salaries tend to be lowest in public libraries. Special libraries show the greatest difference in average salaries. However, over the eight years studied Emporia's salaries, though lower than the national average, were lower by no more than \$1,057.

Table 8, Placement Figures by Type of Library, indicates a national trend toward a higher proportion of placements in special libraries and other information agencies. Except for two years, when the percentages slipped by little more than a point, an ever increasing number of graduates have found positions in this area. By 1981 almost 30 percent of all library school graduates found work in special libraries or other information agencies. Public library placements followed with 27.3 percent, then college with 23.6 percent and school with 19.2 percent. In 1974 public libraries claimed 31 percent of library school graduates followed by college and

Table 8
Percentage of Placement
by Type of Library
Emporia and U.S.
1974 - 1981

Year	Public						School					
	U.S.			Emporia			U.S.			Emporia		
	women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
1974	30.5%	31.7%	31%	14.7%	47%	25.5%	27.7%	13.1%	24%	58.8%	11.8%	43.1%
1975	29.4%	29.9%	30%	19.5%	44.4%	27.1%	28.2%	10.6%	24%	43.9%	11.2%	33.9%
1976	27.6%	27.4%	27.1%	15.4%	20%	16.7%	26.3%	12.5%	23.2%	64.1%	26.7%	53.7%
1977	27.9%	30.1%	28.4%	10%	27.3%	12.7%	25.9%	10.9%	22.6%	66.7%	0%	56.3%
1978	26.1%	25.8%	26.1%	20%	20%	20%	22.6%	8.9%	19.8%	60%	50%	58.2%
1979	28.1%	24.6%	27.4%	14.9%	30%	17.5%	20.2%	8.7%	17.9%	61.7%	20%	54.4%
1980	27.1%	27.5%	27.1%	9.8%	16.7%	10.5%	21.6%	10%	19.5%	60.8%	50%	59.7%
1981	27.4%	26.7%	27.3%	14.7%	30%	18.2%	21.1%	10.2%	19.2%	61.8%	30%	54.6%

* This figure was 20.9 on the Learmont chart. It should have read 29.9.

Table 8 (Cont.)

College & University						Other Information and Special Agencies					
U.S.			Emporia			U.S.			Emporia		
Women	Men	Total	Women	Men	Total	Women	Men	Total	Women	Men	Total
23%	37.3%	26%	11.8%	35.3%	19.6%	18.8%	17.9%	19%	14.7%	5.1%	11.8%
21.1%	38.6%	25%	19.5%	44.4%	27.1%	21.3%	20.9%	21%	17.1%	0%	11.9%
22.4%	38.6%	26.3%	12.8%	46.7%	22.2%	23.7%	21.5%	23.2%	7.7%	6.6%	7.4%
22.9%	36.5%	25.9%	15%	54.5%	21.1%	23.3%	22.5%	23.1%	8.3%	18.2%	9.9%
24.5%	38%	27.4%	11.1%	30%	14.5%	26.8%	27.3%	26.7%	8.9%	0%	7.3%
22.1%	37.9%	25.3%	23.4%	30%	24.6%	29.6%	28.8%	29.4%	0%	20%	3.5%
22.5%	36.6%	25.1%	23.5%	16.7%	22.8%	28.8%	25.9%	28.3%	5.9%	16.6%	7%
21.6%	33%	23.6%	20.6%	30%	22.7%	29.9%	30.1%	29.9%	2.9%	10%	4.5%

universities (26 percent), school (24 percent), and special and other information agencies (19 percent).

Public libraries continued to account for the highest percentage of U.S. library school graduates through 1977. College library placements took first place in 1978 but slipped to third place the following year, a position they held consistently for the next three years. Although both public and college and university libraries claimed smaller percentages of U.S. library school graduates in 1981, the greatest drop came in school library placements. Table 8 shows the dramatic change which has taken place in the library and information profession during the past eight years.

For U.S. women library school graduates the highest percentage found positions in public libraries through 1977 followed by school libraries, college, in all years but 1974, and special in all years but 1974. Since 1978 special and other library agencies provided most positions for women followed by public, college and university, and school.

Positions in college and university libraries have been the favorite of male graduates of U.S. library schools in every year of the study though in 1981 only a tenth of a percentage point separated this field from special and other library agencies. During the years through 1977 and again in 1980 public libraries claimed second place, and special and other information agencies third. In 1978 the two categories switched places. School libraries have been in fourth place for U.S. men library school graduates in every year. During 1980 and 1981 a somewhat higher percentage of men entered school librarianship, though this field in no year did more than 13.1 percent choose this field.

A quite different picture emerges for library school graduates of Emporia State University. Table 8 shows that in every year except two, 1974 and 1975, more than fifty percent of the graduates found positions in school

libraries and media centers. In every year more graduates were placed in schools than in any other type of library. Emporia is equally consistent in placing fewest graduates in special libraries and other information agencies. No real trend emerges with Emporia placements as it does for national. Where national placements in special libraries and other library agencies showed a steady upward trend, Emporia had the greatest percentage of placements in this category in 1974 (11.8%) and 1975 (11.9%) and fewest in 1979 (3.5%) and 1981 (4.5%). College placements most closely parallel national placements. In only one year, 1978 (12.9%), does the difference from national percentages rise above 10 percent; in all other years except 1974 (6.4%) the difference is less than five percent. In six of the eight years the second highest number of graduates took positions in college or university libraries. Emporia's public library placements fluctuate considerably but in five of the eight years placements in this category are in third place.

Where national figures show 1978 to be a turning point in the matter of proportions of library school graduates placed in particular types of libraries, Emporia figures reflect no real change during the period studied.

More Emporia women graduates chose work in school libraries in every year of the survey. In all but two years, 1974 (58.8%) and 1975 (43.9%) more than sixty percent of the women were placed in schools. Except for the same two years fewest found positions in special and other library agencies. Public and college and university libraries have vied for second and third positions during the eight years but since 1979 more Emporia women have taken positions in colleges and universities than in public libraries.

A pattern for Emporia men is even more difficult to discern. In five of the eight years, the highest percentage accepted positions in colleges and

universities thus reflecting the national trend. Among positions favored by Emporia's men library school graduates public libraries are in second place, schools in third, and special and other information agencies in fourth. Throughout the eight year period there is wide variation in percentages of graduates employed in each of the four categories.

It is apparent from figures in Table 8 that Emporia's placements by type of library do not reflect national trends. In fact they are exactly opposite with respect to school and special and other information agencies placements.

The foregoing comparison of the placement and salary statistics of graduates of the School of Library and Information Management at Emporia State University with those for graduates of library schools in the United States shows that, although Emporia falls behind in some areas, it is ahead in others. During the eight years of the survey a higher percentage of Emporia graduates secured positions in libraries - 66 to 88 percent for Emporia as opposed to 50 to 58 percent nationwide. A higher proportion of Emporia graduates, 68 to 82 percent, secured permanent professional positions than did all United States graduates (50 to 58 percent).¹⁶

During four of the years of the survey Emporia had a higher proportion of male graduates than was true for the nation as a whole. National figures show a continuous decline in the proportion of male graduates from 22 percent in 1974 to 17 percent in 1981.¹⁷ Emporia figures fluctuate from 30 percent in 1975 to 14 percent in 1980. Emporia also shows a variance with national trends with respect to non professional and non library placements. For the nation 1975 was the year when non professional placements reached a peak; for Emporia the year was 1981. Nationally, the greatest number of library school graduates found employment in non library related enterprises in 1976

and 1977; for Emporia the year was 1981. Economic downturns and upswings are generally felt on either coast before they reach the nation's mid section. Therefore, the three to four year time lag before Emporia placements reflect the national picture is not unusual.

A comparison of Emporia salaries with national salaries showed less variance than expected although Emporia's were lower. Salaries of Emporia graduates show less spread than their national counterparts. The greatest difference occurred in high salaries where those of Emporia library school graduates were lower by more than \$10,000 in every year except 1978. Moreover, nationally, high salaries are increasing at a much faster rate than they are for Emporia graduates. A variance of \$11,385 in 1974 has climbed to \$17,858 in 1981. Low salaries of Emporia library school graduates were higher than those of all U.S. library school graduates by between \$1,100 and \$5,600.

Average salaries of Emporia's library school graduates are lower in every year but one for both women and men but the difference in average salaries for women is under \$1,000 in each year. For men there were two years when the variance with national averages rose above \$1,500. Total figures show that in 1981 for the first time the difference between Emporia's average salary and the national average salary rose above \$1,000. Since 1978 Emporia's average salaries have fallen increasingly further behind.

Median salaries for Emporia library school graduates tend to be closer to national norms. The difference between Emporia median salaries for both men and women and national was less than \$700 in seven of the eight years of the study. Median salaries show Emporia to be lagging further behind in both 1980 and 1981.

A comparison of salaries by type of library also shows salaries of Emporia graduates are lower. Total figures show college salaries for

Emporia graduates closest to national lows and school salaries nearest the highs. More meaningful average salaries are closest to national norms in colleges and universities and furthest in special libraries. Median salaries show a slightly different configuration. For Emporia men, women, and total public library salaries departed most from national figures.

A number of factors have a bearing on the lower salaries of graduates of Emporia's School of Library and Information Management. Most important is the low average annual salary paid Kansas elementary and secondary teachers. In 1981 Kansas teachers, with an average salary of \$15,975, ranked thirty seventh among the fifty states and the District of Columbia.¹⁸ More than fifty percent of Emporia's professional placements were in school libraries. Eighty six percent of these were in Kansas schools. Another six percent were in schools in Nebraska and Missouri which rank thirty ninth and thirty sixth with respect to teachers' salaries.¹⁹ Low remuneration for school librarians is offset to some degree by the large proportion of students whose considerable experience places them in advanced positions on salary scales.

The small size of most public and college and university libraries in Kansas affects salaries for librarians in such institutions. Kansas has four public library systems²⁰ and six universities²¹ with collections numbering more than 200,000 volumes. Four Kansas public libraries and four universities have professional staffs numbering more than ten.²² Fifty six percent of the public libraries in Kansas cities of 4,000 and more in population and sixty percent of all colleges and universities in the state have professional staffs of one or two.²³ Because of the scarcity of opportunities for public library employment within Kansas, 57 percent of the graduates sought employment outside the state although 22 percent found positions in libraries in the contiguous states of Missouri, Nebraska,

Colorado, or Oklahoma. Sixty three percent of those who found positions in academic institutions also went out of state. Twenty four percent were hired by institutions in the four bordering states. Like Kansas, the neighboring states have few large urban centers and most academic institutions, except for the state universities, are small.

One would expect library salaries in Kansas which ranks sixteenth in per capita income²⁴ and spends slightly more than the national average on education²⁵ to be somewhat above norms rather than below national norms.

The area of this study which showed the greatest contrast between Emporia figures and national was in the matter of placements. National figures show an increasingly higher proportion of placements in special libraries and other information specialties. The area, which ranked in fourth place in 1974, ranked first in 1981. During the eight year period public library placements moved from first to second place, college and university placements shifted from second to third, and school placements dropped to fourth place. Emporia placements changed little during the period of the study. School placements were at the top in 1974 and maintained the lead in 1981. Special library placements accounted for the lowest proportion in 1974 and also in 1981. Moreover, the proportion of placements in special and other information agencies was smaller in 1981 than it was in 1974. Public library placements shifted from second to third place during the eight years; college and university placements switched from third to second position.

The heavy emphasis on school placements at Emporia is due partly to the tradition of the parent institution which for many years was a teacher training institution and continues to support a strong College of Education and Psychology. Even more, the emphasis is tied to the availability of

positions in Kansas school libraries and media centers during the period under investigation. During the eight years of the study most Emporia graduates who sought positions in school libraries could be placed. Surveys on teacher supply and demand conducted by the Emporia State University School of Education and Psychology show that slight shortages existed for candidates for library services on the elementary level in 1979, 1980, and 1981 and that candidates for library services on the secondary level were cited as areas of greatest shortage in both 1980 and 1981.²⁶ This four year survey also shows that the shortage of school librarians on both levels has gone from serious to slight and the possibility of placing such a high proportion of graduates in the future may be unrealistic.

Reasons for the small percentage of Emporia library school graduate placements in special libraries and other information specialties is more difficult to assess. During the years of the survey 63 percent of all Emporia library school graduates accepted a first position in Kansas and another 14 percent of the graduates accepted first positions in Oklahoma, Missouri, and Nebraska. Thus, more than three fourths of the graduates remain in an area where there are only six cities with populations of more than 250,000²⁷ and almost two thirds remain in Kansas where only one city exceeds this population.²⁸ Large cities with more industries, hospitals, newspaper offices, legal facilities, archives, and businesses offer greater opportunities for employment in special libraries and information related agencies. Moreover, most special libraries are small employing only one or two librarians. In Kansas there are five special libraries with professional staffs numbering more than five.²⁹

Another factor which may have a bearing on both the lower salaries and the number of Emporia library school graduates who accept positions in

special libraries is the relatively small proportion who hold advanced degrees. Annual reports from 1973/74 through 1981/82 show that an average of 12.89 percent of the students in the School of Library and Information Management at Emporia hold advanced degrees.³⁰ Many of these are in Education and allied areas.

A state occupational outlook done for Kansas in 1981 projects that the number of librarians will increase 7.4 percent between 1982 and 1985³¹ and that 100 new job openings and 275 replacement positions will be available during the period.³² Of the 109 professional occupations in the survey, librarians ranked in eightieth place ahead of teachers³³ as a group who occupied eighty seventh position but behind the average percentage change of 11.6 for all professional workers.³⁴ These figures represent a modest gain for librarians but also point to the fact that the library school must foster greater interest in and better preparation of students for work in library related enterprises.

The School of Library and Information Management at Emporia State University should recruit more students who are interested in an area other than school librarianship in order to achieve greater balance for a multifaceted program. Efforts to attract non Kansans to the school should be made through scholarship awards and publicity in order to develop a more cosmopolitan student body and to encourage a greater proportion of students to seek employment beyond Kansas and its contiguous states.³⁵ The school should assume a leadership role in improving salaries for all librarians and especially those in Kansas. Through a new curriculum launched in the Fall of 1983, Emporia's School of Library and Information Management has already taken a giant step toward moving the program away from type of library orientation. Emphasis will be placed on giving students a sound theoretical

base which will enable them to make decisions in a rapidly changing profession. The new curriculum should bring Emporia placements more closely in line with the national trend of greater opportunities for placement in non traditional information agencies.

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- 10 Statistical Abstract of the United States. 103rd ed. 1982-83. Washington, D.C., U.S. Government Printing Office, 1982, p. 388. In 1972 the number of females employed as librarians, archivists and curators was 81.6%; in 1981 it was 82.8%. This is a further indication that the field is becoming increasingly female.
- 11 No figures for permanent professional placements are available for 1974 and 1975.

- 12 Teacher Supply and Demand in Kansas Public Schools. 4th Annual survey. Emporia, Kansas, Center for Educational Research and Service, School of Education and Psychology, 1983, p. 28.

Charts showing areas of greatest demand in the teaching profession in Kansas show a continuous decline in the index of openings from 1979 to 1982 for both elementary and secondary librarians. Where 1 is defined as "serious shortage"; 2 as "slight shortage" and 3 as adequate supply," the following figures were given for library positions.

	1979	1980	1981	1982
Elementary	1.69	1.82	1.94	2.10
Secondary	1.58	1.66	1.85	2.17

Thus in a four year period the shortage has gone from serious to slight.

- 13 The 1978 Emporia high salary figure for women is also the high figure for the United States.
- 14 One unusually high salary accounts for the high rate of salary increase in 1978.
- 15 An unusually high salary in 1978 raised the average female salary for that year.
- 16 Placement and salary data for Emporia are not limited to the first few months after graduation as are national statistics. In part, this may account for the higher Emporia percentages.
- 17 The percentage of females employed as librarians, archivists and curators also rose from 81.6 percent in 1972 to 82.8 percent in 1981. Statistical Abstract of the United States, 103rd ed. 1982-83, Washington, D.C.: U.S. Government Printing Office, 1982, p. 388.
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- Further substantiation of this point has come from the Director of Placement at Emporia State University, Virginia Musgrave.
- 27 Statistical Abstract of the United States. 103rd ed., 1982-83. Washington, D.C., U.S. Government Printing Office, 1982, p. 22-24.
- The cities are Wichita, Kansas 279,000; Tulsa Oklahoma, 361,000; Oklahoma City, 403,000; Kansas City, Missouri, 448,000; St. Louis, Missouri, 453,000; and Omaha, Nebraska, 314,000.
- 28 Statistical Abstract 1982-83. p. 23-24.
- 29 American Library Directory. 1982. p. 493-523.
- 30 Figures for Emporia State University library school students who held advanced degrees are as follows:
- 1973/74 17.56%; 1974/75 15.13%; 1975/76 16.48%; 1976/77 12.09%;
1977/78 12.27%; 1978/79 7.76%; 1979/80 10.77%; 1980/91 13.76%;
1981/82 10.2%.
- 31 Kansas Occupational Outlook 1985. n.p. Research and Analysis Section. Division of Staff Services, Dept. of Human Resources, Sept. 1981, p. 32.
- 32 Ibid., p. 35.
- 33 Ibid., p. 31.
- 34 Ibid., p. 30.
- 35 Meder, M. D.: "Student Concerns in Choice of Library School." Journal of Education for Librarianship, 21: 4, Summer 1980. During the period 1976 to 1980 64.91 percent of Emporia library students held degrees from Kansas institutions.